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New Deputy Regional Forester, Administration

## CLAIR BEASLEY—A CHANGE IN REGIONAL OFFICE ASSIGNMENT

On June 10, the father of a new baby girl and on June 22, the new Deputy Regional Forester of Administration—that can't be beat for dramatic changes in a short period of time.

A conversation with the new Deputy revealed three things about him: he's pro-family, pro-Forest Service, and pro-America.

He spoke with pride about his mother who emigrated from Norway, not being able to speak English until she was 10. Employment at Yellowstone Park helped her work her way through college, after which she taught school. A part of the wonderful legacy Clair received from her were oft-repeated expressions of patriotic love such as, "How lucky we are to be in this great country of America!"

Clair and his wife, Sally, have six children—2 sons, ages 23 and 22, both college graduates, living in Wyoming and West Virginia, respectively; a 20-year-old daughter attending college in Arizona; 15-year-old Mitch, a 10th grader at Weber High School; 13-year-old Mindy, an 8th grader at Valley School; and Jennifer Allison, the newborn. Besides managing such a diversified family, Sally has other credits. She worked for the Forest Service for over 10 years, first as a computer assistant and then as a computer programmer. She now has her own computer graphics/word processing business in Ogden. Baby Jennifer accompanies her to work each day.

June 1986 has brought changes into his life but, obviously, there were many before that. Clair and his family now live on five acres in Liberty, his 30th residence in a lifetime of moves. He has lived in Georgia, California, Arizona, Wisconsin, Virginia, Minnesota, and Utah "and every one of those places had great things to offer," he said.

Even his entry into the Forest Service was a change from the norm. As a youth, he spent his leisure time on the Arizona National Forest. In college, he majored in accounting and, upon graduation, went to work for the General Accounting Office in Los Angeles. The cultural shock between life in Arizona and life in Los Angeles was soon felt. The "country boy" found he had little tolerance for the massive LA

population and its associated problems, so he did what anyone would, he sent a job application to the address where he had previously ordered National Forest maps. He received a telegram in reply requesting him to report for an interview and two weeks later he was a Forest Service employee.

Clair said he loves the mission of the Forest Service—to



Clair Beasley

manage National Forest lands. He understands and is committed to the need to keep resource management and public service our top priority unhampered by administrative processes. He feels, "There is a tremendous opportunity every day to make a difference. Even with reduced budgets, there are abundant opportunities to make changes which will more effectively and efficiently use the money entrusted to our agency."

He encourages employees to enjoy their work—if they don't, they need to examine why. Sometimes the "why's" can be

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### Clair Beasley (From Page 1)

changed. If they can't, he advises a job change. "Our jobs are such a big chunk of our lives, it's a shame to spend them doing something we don't enjoy."

Clair's response to a question about his hobbies was, "I was recently invited to go fishing and my answer was that I would rather dig post holes—my land and my horses are my rest and relaxation." Another example of his love for the land was in 1974 when he left government service to raise beef cattle and corn on a 3,000-acre farm in Virginia.

Even though he may have sleepless nights with a new baby and long days at the office learning a new job, it's obvious Clair is going to enjoy every minute of the latest changes in his life.

Clair Beasley is not a newcomer to the Region. He has been Director of Fiscal and Accounting Management since January 1983 and also served as Acting Deputy Regional Forester for a 4-month period when Bill McCrum retired in January.

His Forest Service background includes: four years as Director of Management Systems in the Eastern Region (Milwaukee, Wisconsin); and assignments in the Washington Office, Tonto National Forest (Arizona), Santa Fe and Carson National Forests (New Mexico) and the Southern Regional Office in Atlanta, Georgia. From 1972-1974, he was with the Food and Nutrition Service in Washington, D.C.

Clair graduated from Northern Arizona University in 1964 with a B.S. degree in accounting.

## 1986 SAVINGS BOND CAMPAIGN

With 22 percent, Region 4 fell short of the 29 percent average participation achieved by the Forest Service overall. That's the bad news; now the good news. Two of our National Forests—Ashley and Caribou—achieved 50 percent or more participation. Regionally 97 people signed up and 21 others increased their allotments which raised our participation from 18 percent last year to 22 percent.

## WRONG AUTHOR CREDITED

"Too many cooks spoil the broth," or rephrased, "too many editors foul up a 'Reporter' article." "Breaking New Ground" (printed in the May/June issue of the "Reporter") was submitted to the Regional Office in November or December. Because of a backlog of unused articles, it wasn't printed until last month. By that time, it had been shuffled through three editors and somehow the wrong authorship had become affixed to it. Brad Merrill-Exton must have been very surprised to have received credit for writing this article when, in fact, Wilden Moffett (RO-E) wrote it. This editor feels she must

have a double whammy hex on when it comes to Brad. This is two issues in a row that there has been a mix up concerning him or his name. Keep your fingers crossed that this isn't one of those bad things that comes in three's. The editor sincerely apologizes to Wilden—he certainly should have recognition for his fine article.

## CONCERN CORNER

Going through some files recently, I found an article entitled, "Grieving Job Loss."\* Rereading it, I was struck by its relevance to reactions many Region 4 people are beginning to experience with the coming reorganization.

Professionals working with people who have lost loved ones have identified a grief reaction or grief process. The article, "Grieving Job Loss," states the grief reaction follows other types of losses as well, including the loss, or feared loss, of a job.

There is much evidence to indicate the importance of what one "does for a living" in our society and how it is associated with our view of ourselves. It is also clear that job insecurity and job loss rank very high as stressful life events. Unemployment and the fear of unemployment can cause stress severe enough to result in physical and mental symptoms.

A study of eight U.S. companies facing layoffs indicated the effect on employees was pronounced prior to any actual separations. The effects included increased heart disease, diabetes, peptic ulcer, arthritis, and hypertension, as well as depression, anxiety, sadness, and other altered mood states. Other studies have identified such symptoms as apathy, helplessness, loss of self-esteem, disturbed relationships, anger, bitterness, and self-blame. Escapist drinking and drug use increase in highly stressful situations like job uncertainty. Numerous studies have labeled alcoholism as a stress-related disease.

These feelings may be easier to understand and handle when viewed within the context of the grief process. There are thought to be at least three stages of grief: (1) initial shock and denial, followed by (2) physical and psychological disturbances (such as those listed in the paragraph above), culminating in (3) a final phase of resolution. Social withdrawal, irritability, depression, anger, and difficulties with work, family and friends are commonly encountered during the first two stages.

What can be done about all this? One of the keys to successful grieving is recognizing that one must go through these stages. Denial is a major obstacle. Many people try to avoid feelings of distress and the expression of emotion necessary for healthy resolution. Someone whose job is being transferred to another Forest may deal with the situation by saying it is a lousy job anyway and, subsequently, suffer depression or physical complaints that indicate the true extent of the loss.

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### Concern Corner (From Page 2)

We will not do ourselves any favor by pretending this is business as usual or confining our emotions to anger and resentment. Anger can be a form of denial because it does not deal with the feelings of hopelessness and sadness that can come from an insecure job future. These feelings must be allowed to surface if they are to be overcome.

A necessary step in this process is establishing honest communication—two-way communication between managers and employees, subordinates and supervisors, employees with each other, and employees with family and friends. Grieving can be facilitated by sharing feelings. Expression of common fears and emotions is often sufficient to reduce denial and promote a healing process.

Obviously, there are no easy solutions that will take us all back to the “good old days,” but we owe it to ourselves to admit our distress, rather than deny it, and seek help from friends, co-workers, and professionals, if we feel we need it. If you or someone close to you needs help with a problem, contact the Concern Program by calling FTS 586-5295 or commercial 801-625-5295.

\*William Hawthorne and Nancy Menzel, EAP Digest, January/February 1983.

Sonnet W. House  
Concern Advisor

## EFFICIENT USE OF MANPOWER PORTENDS \$7 MILLION SAVINGS

Times change and so must we. Although the Graham-Rudman-Hollings Bill is often touted as the culprit responsible for some fairly drastic Intermountain Region organizational adjustments to be implemented by October 1, 1988, it has really only been the impetus needed to spur us on in altering our structure to meet changing conditions.

Our current organization is outdated based only on the consideration that technology and improved communication processes are enabling us to do many administrative support tasks in a more cost-effective manner than we have in the past.

Declining Forest Service budgets must also be dealt with in assessing how best to accomplish high priority resource management activities while maintaining an acceptable level of service to the public. Funds saved in the Regional Office will be available for resource management activities and public service on the National Forests. Funds saved in the administrative areas on a Forest will be available for resource management activities and public service on that Forest. They will not be withdrawn for use elsewhere.

An in-depth review of the Regional Office organization has been completed and efforts are now underway to reduce

costs through cutbacks and efficiency measures.

Forests, too, are modifying their organizations, primarily through the “clustering” concept whereby a skill center serves several Forests. For example, administrative tasks—personnel (Targhee), purchasing and contracting (Caribou) and accounting (Bridger-Teton)—will be performed by the lead Forest (shown in parenthesis) for all Forests (including Challis and Salmon) in the Southeastern Idaho/Wyoming Cluster. Likewise, administrative services will be done by clustering assignments to a lead Forest in the Southwestern Idaho/Nevada Forests (Boise, Payette, Sawtooth, Toiyabe and Humboldt) and the Utah Forests (personnel services for the Utah and Nevada Forests will be centralized in the Regional Office).

Clair Beasley, Deputy Regional Forester-Administration, said “We have the opportunity to save at least \$7 million dollars through our Regional efforts of streamlining our organizations by eliminating many middle management positions, consolidating or eliminating administrative tasks, de-emphasizing nonessential activities, reducing fixed costs by acquiring our office facilities, reducing unemployment and compensation costs, and becoming more efficient in managing our information requirements. These savings are not ‘in the bag,’ nor will they come easy. It will take the collective hard work of employees throughout the Region to accomplish them.”

Obviously, many positions will be affected in some way. Safeguards are being provided to those whose jobs will be abolished. Management expects to offer all affected employees a job of comparable pay. Each employee is guaranteed one offer for a continuing permanent job though not necessarily in the same field or location of his/her choice. An attempt will be made to match employee desires and management needs. A controlled freeze is in effect. At least until implementation plans are approved, all requests to fill permanent positions must be approved by the Regional Forester. Employees whose positions are being abolished will be given priority consideration when filling vacant positions. Other tools, such as discontinued service and retraining, will be used before a limited reduction-in-force (RIF) will be considered. As in the past, RIF will be a last resort.

Planned consolidations in other activities are: fleet management, landline location, systems management, economists and reality specialists or appraisers. Regional Office Assistant Director and Deputy Director positions are being eliminated (except Engineering). Combinations in Regional Office support services are being examined.

When asked if decisions had been made concerning jobs that would remain undone because of insufficient workforce, Deputy Regional Forester Beasley replied, “Our emphasis should be on what we are going to do—not on what will go undone. With every task, the doer needs to ask how it contributes to the Forest Service mission. If it doesn’t,

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## REGIONAL FORESTER'S MESSAGE

It seems efforts to adjust Regional organizations so priority activities and service to the public can be accomplished within budgetary restraints are a perennial challenge. The latest effort is a Regionwide review of staffing levels, roles and activities with the goal of further streamlining over the next several years. Alternatives for Regional Office organizational adjustments and Forest "clustering" were discussed at the May Management Team Meeting. Decisions made should result in a 17 percent reduction of FY 1986 Regional Office full-time equivalents by October 1, 1988. Percentages for individual National Forests will vary widely.

Many of you have been through similar adjustments before. I wish I could reassure you that this would be the last but, truthfully, as long as we search for alternative and more cost-effective ways of doing business, adjustments will probably continue.

A certain amount of trauma accompanies the announcement of reductions. Those personally involved may feel that their job being singled out is a reflection on their competence or contribution to the Agency. This is not so—every employee and the jobs he/she accomplishes are important. It is just that some tasks fall out as less critical in an austere time—something has to go. Meshing concerns for our employees while accomplishing our mission is one of Manage-

ment's most difficult tasks.

Actions being taken to alleviate impacts on employees are:

- (1) Needed reductions will be accomplished primarily through attrition as encumbered positions are vacated and
- (2) Reductions-in-Force will be minimized, as in the past.

Let me point out there can be positive aspects of organizational adjustments. Both the Agency and affected employees can benefit by surfacing and utilizing untapped knowledge, talents, and abilities. If approached optimistically, a new work experience can be stimulating and rewarding as we are forced to "scratch a little harder" to perform satisfactorily in an unfamiliar function.

Planned reductions are necessary but know that your Supervisor, Personnel Management and the Regional Forester's Office will be working to make sure that the impacts on concerned employees will be as minimal as possible.



J.S. Tixier  
Regional Forester

### Manpower (From Page 3)

that may be something that shouldn't be done."

By September 1, 1986, the Regional Forester will review and approve implementation plans submitted by each Forest Supervisor and Regional Office Director. Employees will not be left in the dark as the organizational adjustments proceed. Management is committed to keeping Regional employees informed on implementation decisions, progress, and modifications.

October 1, 1987, is the mandatory date for implementing the organizational adjustments, but the process has already started and will continue on an "opportunity basis." People placements may continue on as late as October 1, 1988.

## LIFESTYLE

Summer's here—Bee smart. Dr. Jim Nelson, an allergist in Fort Wayne, Indiana, recently gave advice on bee stings and what to do about them.

A sting occurs when the bee injects a venom containing protein into its victim. If there's enough venom, it can be poisonous. The bee stings as part of its natural defense. In the stinging bee category, there are honeybees, wasps

and hornets. Yellow jacket bees sting most frequently because they are aggressive.

Honeybees are the only type of bee that leaves a stinger. Even though the bee has been brushed aside, the stinger with its venom-filled sac will often remain. Scrape off the stinger, then apply a paste of meat tenderizer and water (a quarter teaspoon of tenderizer in one or two teaspoons of water). This destroys the venom.

Bees are attracted to color, perfumes and scented colognes. If you wear white and aren't wearing anything scented, you are least likely to attract a bee.

Bees are frequently in the grass so there is a good chance of being stung on the bottom of your feet if you go barefoot.



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Colleen Anderson, Editor



## A LOOK AT THE GREATER YELLOWSTONE AGGREGATION FROM THE BOTTOM TO THE TOP

Let me set the stage for this story...

Being a recent University of Idaho graduate in communications, I was treating myself to a three-week vacation before beginning my hunt for a job in St. Anthony; however, two weeks of leisure proved to be all I could tolerate. I made up my mind to start job searching on Monday but, on Sunday night, I heard about an opening for a cartographic aid at the Targhee Supervisor's Office. Bright and early Monday morning, I set off to apply.

I thought, "I've had courses on this and I think I have a chance." I contemplated designing maps of areas unknown until now and how exciting it would be to work at something I enjoyed so much. I made sure I put down my life history on that application, leaving nothing out that would ensure my getting the job. Whoopee! One week later I got the good word that I was to be one of two new cartographic aids.

January 22, I arrived at the office ready to work. All I asked was for someone to point me to my drafting board and give me the information needed to design the map. I was pointed to the desk but there ended any similarity to what I had envisioned. I was handed a completed map with areas colored in various sizes and shapes and a fistful of markers. I was asked to copy what was on the original to 12 more copies. And, after I was done with that map, there were some 49 more to go.

There I was, coloring three hundred 3 X 5-foot maps. Not exactly what I had in mind when I applied for the job, but I was prepared to do what I could. I knew the Greater Yellowstone Area Aggregation was an important project and there was always the chance it would lead to something bigger and better.

I colored a set of maps and moved on to the next one—and so on—and so on. It was not until sometime later that the pieces started fitting together. The large maps being colored were to go into a packet that included a prototype filled with page-sized maps, charts and graphs and a good deal of text describing the Targhee Forest. Included in the information

was almost everything anyone would want to know about timber harvests, grazing allotments, wildlife habitat, roads, and much more. This information was for the present use pattern as well as the predicted use on the Targhee ten years down the line.

Once assembled, the packets were to be sent to the other five National Forests and two National Parks in the Yellowstone Area. They would add their information and return the packets to the Targhee to produce the finished product—an aggregation of plans for the Greater Yellowstone Area. Distribution of the aggregation would be to anyone interested. What a plan!



*Burke Clark puts some time and expertise into coloring the large maps*

The big picture was getting bigger and bigger all the time.

It soon became apparent that two of us could not duplicate a total of 600 maps and put the prototype together by the February 28 deadline. Bob Williams, Forest Planner and supervisor of this project, approved bringing in more people. Soon there were a handful of people working on the maps plus a number of permanent personnel from the Supervisor's Office and Districts. It would be difficult to find an employee who did not color a map—or 12. Even with all the help, the deadline had to be moved back two more weeks. The new goal was March 14.

Just as I was completing the last map, I heard a voice from the Planning Office say, "Wait, there's more." We still had the small maps, charts and graphs to color. Back at it again—although this time, most of the small art work was duplicated at the printers.

On we forged and, just when there was a light at the end of the tunnel, the voice came again, "Wait, there's more." We still had to put the prototype together and number all the pages, maps, graphs, charts and text—in four days. We almost made it. On the sixth day, we added the final touches and the books were sent to the printers to be bound. At 5 p.m. on March 18, they were in the mail.



*Taking a short break from the Aggregation layout is Letha Harder*

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## GREATER YELLOWSTONE AGGREGATION

(From Page 5)

Phase 1 of the project was completed but the project is far from done. The goal of the Greater Yellowstone Plan Aggregation is not to replan or institute new plans, but rather to bring together existing plans. Information and input is also being solicited from the Bureau of Land Management, the U.S. Fish and Wildlife Service Refuges, state and other agencies. With the help of all these groups, a "picture" will develop depicting present resources and conditions and a "blueprint" of resource and use situations in the 1995-2000 time frame.

Once the aggregation of material is completed, the Forests and Parks will have a foundation on which to assess: (1) If the changes between the present and future plans are acceptable to the agencies; (2) If the changes represent the course wanted by the public; (3) If an alteration of Forest Plans is warranted, and (4) If so, should current plans be modified or can the changes wait until the next planning cycle.

Dianna Todd  
Volunteer Public Affairs Specialist  
Targhee National Forest

## EEO COUNSELOR CADRE

Responding to EEO action items in the Civil Rights Delta Team Report, a pool of highly skilled individuals have been appointed to provide EEO counseling to Region 4 and INT Research employees. The pool replaces the old method of assigning counselors to a particular unit and accommodates concerns regarding necessary confidentiality surrounding an issue and fears of reprisal from people involved.

The new EEO counselors were selected by the Regional Forester and Station Director from nominations submitted.

A three-day training session was held in March for newly selected counselors. To familiarize members of the group with their new role, Civil Rights Director Curt Peterson defined Affirmative Action, explained their duties and presented EEO counseling background, precedents and issues through a videotape. Jim Suhr, RO-E, introduced the "Choosing by Advantage" (CBA) method for resolving disagreements while maintaining good relationships. Virginia Comella (RO-PM) talked about the rights and obligations of everyone involved.

The EEO Counselor cadre includes: Jim Trenholm (RO); Steve Spafford (Boise RD, Boise NF); Betsy Ballard (Pinedale RD, Bridger-Teton NF); Bob Tonioli (Soda Springs RD, Caribou NF); Bob Mason (SO, Humboldt NF); Linda McKinney (Moab RD, Manti-LaSal NF); Jackie Caivano (SO, Salmon NF); Barbara Blackstun (Bridgeport RD, Toiyabe NF); Melissa Blackwell (SO, Wasatch-Cache NF); Liz Close (INT, Ogden); Deborah Renteria (INT, Ogden); Dennis Simmerman

(INT, Missoula Fire Lab.); and Dave Hamilton (INT, Moscow Lab.)

Being printed is a poster listing the EEO Counselors and how they can be reached and explaining the new system.

Mary McDonough  
Civil Rights

## PARAPROFESSIONAL ARCHEOLOGIST TRAINING

What kind of training is needed to become a paraprofessional archeologist?

Fourteen Forest Service employees from various disciplines on the Boise, Payette, Sawtooth and Challis National Forests found out at a four-day Boise session in April. The session was conducted by Joe Gallagher, Shared Service Archeologist, and Sharon Metzler, Sawtooth National Forest Archeologist.

Participants:

...learned regulations, laws and strategies dealing with archeological sites on National Forest lands.

...inventoried the "Di Lithium Crystal Corporation's mining proposal" (a hypothetical proposal) at a site on Alexander Flats on the Middle Fork Boise River.

...wrote reports on site discoveries.

At the Alexander Flats site, trainees found "lithic scatter" (obsidian chips) and the remains of an old CCC camp (cement foundations, paths and an incinerator). They also found sites of possible sheepherder or mining camps.

To remain certified, these trained individuals will have to survey a project each year.

To compensate for turnover in certified paraprofessionals, Gallagher repeats the training for 10-12 people each year.

Barbara L. Forderhase  
Public Affairs Assistant  
Boise National Forest



## CAREER COUNSELING COMMUNIQUE

This article begins a periodic feature devoted to sharing basic facts critical to career planning and career progression. Hopefully, the information will give employees a greater understanding of our organization, the part we all play in it, and some tips and advice on how to get ahead.

As a starter, how well can you do on this little quiz on personnel- and EEO- related matters?

### Quiz

1. Which of the following criteria may be used in evaluating job candidates?
  - a. Performance awards.
  - b. Training or formal education.
  - c. Length of experience.
  - d. Supervisory appraisals, including performance evaluations.
  - e. All of the above.
2. Describe the objective(s) of the Federal Personnel Hiring System.
  - a. A system to bring qualified candidates to the attention of management in a nondiscriminatory manner. Depending upon management discretion, individual selections may or may not involve competition.
  - b. A system to give employees an opportunity to receive job consideration.
  - c. A system to provide promotion opportunity to employees.
  - d. All of the above.
  - e. None of the above.
3. A supervisor is required to upgrade an employee's job under which of the following conditions?
  - a. A similar position on another unit is upgraded.
  - b. The employee is assigned higher grade duties that amount to 15% of the work time.
  - c. When an employee's qualifications exceed the requirements of the position.
  - d. All of the above.
  - e. None of the above.
4. Alternative work schedule legislation has been made permanent and provides for full participation as an employee right.
 

True \_\_\_\_\_ False \_\_\_\_\_
5. Define affirmative action.
  - a. Hiring women and minorities until a certain level of percentage representation is achieved.
  - b. Setting numerical hiring targets for women, minority and disabled applicants and then meeting those targets per agency policy.
  - c. An intentional effort to recruit or internally develop people we traditionally have not hired or involved in the services and benefits provided by the National Forest System.
  - d. All of the above.
6. A clerical employee wants to take a forestry course at the local college. The course is one hour per day for 12 weeks and is scheduled for 10 a.m. The person does not want to take annual leave. What can be done?
7. Business Week magazine surveyed thousands of firms concerning the attributes they seek in employees. In order of priority, what four attributes do employers look for most?
  - a. Honesty, responsiveness, dependability, positive attitude.
  - b. Positive attitude, dependability, responsiveness, honesty.
  - c. None of the above. Qualifications and experience were the foremost concerns of employers.
8. What is reverse discrimination?
  - a. Illegal discrimination against white males on the basis of sex and race.
  - b. Hiring less qualified women and minorities to meet EEO targets.
  - c. Technically and legally there is no such thing as reverse discrimination. It is a word coined and used by many to express changing times, but really discrimination is discrimination. White males are covered by the same laws and eligible for the same remedies as women and minorities.
  - d. All of the above.
  - e. None of the above.
9. Who is responsible for orienting new employees and what should the orientation cover?
  - a. Personnel Management is responsible and the Code of Ethics Handbook provides a checklist of items to follow.
  - b. The employee's supervisor is responsible and Forest Service Manual 6141.33/6141.34 has a checklist of items to cover.
  - c. The individual employee is responsible and should first ask Personnel Management for all pertinent handouts and brochures.
10. At the Forest level, who approves an employee's request for permission to engage in outside employment?
  - a. Personnel Officer.
  - b. Forest Supervisor.
  - c. District Ranger.
  - d. Administrative Officer.
  - e. Any of the above.

The answers are found on page 19.

## SLIMP LEAVES THE INFORMATION SYSTEMS BUSINESS FOR SOFT-GOODS IN TEXAS

The only "hardware" Mike Slimp is now thinking about is the kind of tie tacks and belt buckles he wants to sell at his clothing store.

For the past four years, Mike led the effort to install several million dollars worth of Data General computer hardware and software throughout Region 4, and he helped develop the information management systems and technical personnel to best use the new tools.

Mike, former Information Systems Director, left Ogden, the Forest Service and a long career in computers on May 30 to go into the men's clothing business in Texas. He and his wife, Cathie, bought a store in their hometown of Jacksboro, 60 miles northwest of Fort Worth. Their grand opening was to be July 1.

In an interview prior to his heading south, Mike explained why he made such a dramatic career shift. "We've been eyeing this business a long time," Mike said. "The guy that owned it is a friend of ours. We've told him for years, if he ever got ready to sell we'd be interested.

"The end of December he called," Mike added. "We got our ducks lined up, went down the first part of April and bought it."

Mike said he and his wife have always wanted to move home, where both still have family. They had eyed several options, but the clothing business was the only sure bet. The store, now called "Ed's Clothing Store," reopened as "Michael's." Having weathered good and bad cycles for 35 years, it's the only men's clothing store in town and has a steady business. "For Cathie and me, it's a new adventure," Mike said. "It's something we can do together."

Not that Mike won't miss his information systems career, which started right after he got his business administration degree from Texas Tech. He worked for Defense Department's Ft. Wolter helicopter school in the management information systems office. "Then (the) Vietnam (war) ended and so did the need to train helicopter pilots."

Mike then worked in information systems for the Defense Nuclear Agency in Albuquerque, N.M., until he transferred to the Forest Service. "The mission and objectives of the organization appealed to me," he said. He worked in computer sciences for Regions 3, 8 and 5 before moving to the Washington Office.

"At that time, computer science was transaction-based processing," he recalled. "Most of it was done on cards."

The Forest Service, like most Federal Agencies, did its data processing on a centralized mainframe computer, ours be-

ing the Fort Collins Computer Center. That didn't work too well. "The way the Forest Service is organized, with decentralized decision-making. . . computer activity should emulate the organizational structure," Mike said. Different Forest Service units had varying needs but no control or management over supporting Fort Collins computer activities which is the reason the WO team Mike joined began to study the feasibility of an agencywide system of networking with standard mini-computers. The team's studies and cost estimates led to FLIPS (Forest Level Information Processing Systems), purchased through a contract with Data General. When the Region 4 IS Director position became available, Mike came to Ogden to implement the system he had helped plan.

Mike said the WO team's plans for DG have succeeded except for one glitch. "DG hardware will do everything that was intended, but it won't do all of them for everybody at the same time."

To make better use of the DG technology, Slimp foresees more manager control of information actually used on the system and, possibly, shift work so that data processing and other things can be done in the evening. "Any industry that uses technology to support its mission. . . has to run that computer system 24 hours a day," he said. "Obviously, we could throw more money at it, buy more boxes, but that won't solve it." Instead of everyone putting everything they want on the system, Mike said, "we need to decide what information we need to do business and limit it to that."

The WO recently finished a project to identify the "bare bone minimum" information needed by the Chief. Down the road, Regional and Forest managers will probably have to do the same.

Mike said the Information Systems staff he developed will provide the educational and technical support. Since he came to Ogden, he's pared the staff down considerably and "trained our people to handle the new technologies, communications and electronics, and DG. Our people are very specialized and very competent."

"I'll definitely miss the people, miss the Forest Service organization, the land ethic that people who work here have," he said. "I won't miss the red tape, approvals and other hassles in getting stuff done."

Three Slimp children made the move to Texas. Two others will be in college.

Cindy Chojnacky, Reporter  
Information Office



## TATTLE-TALE COLLARS

Elk migration on the north end of the Wasatch Plateau is being studied through a cooperative agreement between the Utah Division of Wildlife Resources (UDWR) and the Manti-LaSal National Forest. This is an expansion of an earlier study on the southeast part of the Wasatch Plateau. This elk herd is the largest in the State of Utah—sometimes accommodating more than 8,000 hunters with annual harvests often exceeding 1,000 animals.

According to UDWR Wildlife Biologist Derris Jones, 27 cow elk on the north end of the Plateau have been trapped, or darted, and collared with radio transmitters. The Forest Service bought the radio collars and the Division of Wildlife Resources paid for placement of the colored collars, flight time and biologist time for monitoring. Each transmitter emits a specific signal identifying that particular animal. Individual elk will be monitored for two or three years to identify yearlong habitat, migration corridors and calving areas. Information gathered from the collared elk will be extrapolated to the other elk using the same wintering area.

To keep a balance between elk populations and available habitat, managers must know where the specific wintering herds are during various seasons of the year. From this knowledge, fall hunts can be planned to meet management goals for a specific herd. If a specific wintering herd becomes so large that it is degrading its winter range, then knowledge gained through the collaring study can be used to design hunts to reduce the number of animals through dispersal to underutilized areas and/or by harvesting excess animals.

According to Rod Player, Forest Service Wildlife Biologist, such information and strategies have resulted in greatly improved management of elk habitat on the southeast end of the Wasatch Plateau.

Jones and Player agree that management of elk through antlerless harvest is a most important tool in keeping elk

numbers consistent with habitat conditions. During the first phase of the project, some interesting facts were discovered. For example, it was known that elk use specific calving areas; however, it appears that one of the collared elk calved under the same tree in consecutive years. It was also discovered that many elk which winter on the east side of the mountain travel in early spring over the Plateau through/over many feet of snow to calve and spend the summer on the west side. Within just a few days after the opening of the elk hunt, these same animals move back to the east side. Contrary to studies conducted elsewhere, elk were often found grazing side by side with cattle; very rarely were elk found with sheep. It is hypothesized that this is because sheep always have a herder (with dogs) nearby.

The study gave some interesting insight into elk mortality. Of the 26 collared, one died of stress related to collaring, one was illegally and one legally harvested, and two died of unknown causes. Another interesting fact is that in early summer, when snowdrifts still block the roads, the collared elk spent much more time in the open than after the roads opened and humans appeared on the scene.

Information learned through cooperative studies greatly improves the manage-

ment of elk and their habitat, thus ensuring the existence of such animals for future generations to enjoy.

Rod Player  
Wildlife Biologist  
Ferron Ranger District  
Manti-LaSal National Forest



*Derris Jones, Wildlife Biologist for the Utah Division of Wildlife Resources, attaches a radio collar to a cow elk.*





## 1986 INTERMOUNTAIN REGION MANAGEMENT TEAM MEETING

OGDEN, UTAH — MAY 1986

(S)—Forest Supervisor; (D) Director, RO Staff

Front Row (L to R) Sonny LaSalle (S), Payette; Ernie Nunn (Dep. S), Bridger-Teton; Jack Lavin (S), Boise; Stan Tixier, RF; Dale Robertson, Assoc. Chief; Reed Christensen (S), Manti-LaSal; Sterling Wilcox (D), Engineering; B.J. Graves (S), Humboldt  
Second Row (L to R) Bill Burbridge (D), Wildlife; Paul Nordwall (S), Caribou; Don Nebeker (S), Uinta; Curt Peterson (D), Civil Rights; Dick Hauff (S), Salmon; Clair Beasley (D), Fiscal and Accounting; Jim Nelson (S), Toiyabe; Ed Browning (D), Minerals; Doug Bird (D), Aviation and Fire; John Butt (D), Planning and Budget; Pat Sheehan (D), Information Office; Dave Graham (D), State and Private

Third Row (L to R) Art Carroll (S), Wasatch-Cache; Roy Daniels, DFR, Heber RD, Uinta; Ron Stoleson (S), Sawtooth; Glenna Prevedel, RF's Sec.; Ray Hall (D), Range and Watershed; Duane Tucker (S), Ashley; Ron Humphrey (Dep. S), Toiyabe; Kent Taylor (S), Fishlake.

Fourth Row (L to R) Mike Slimp (D), Information Systems; Tom Roederer, Deputy RF; John Burns (S), Targhee; Ray Kinyon (D), Adm. Services; Mark Taggart (Assist. Director), Fiscal and Accounting; Brian Stout (S), Bridger-Teton; Ralph Cisco (S), Tahoe Mgt. Unit, R-5.

Fifth Row (L to R) George Roether (D), Timber; Dean Gardner, General Counsel; Dave Blackner (D), Personnel Management; Jack Griswold (S), Challis; John Lupis (S), Dixie; Neil Hunsaker, Planner, Wasatch-Cache; Mike Griswold (D), Recreation and Lands.

## REGIONAL HISTORY—READY TO PUBLISH

Three years in the making! Sounds like an epic film. In its own right, the Region's history is an epic. It won't be on film, but it will be in print within the year.

Dr. Thomas G. Alexander (Tom), director of the Charles Redd Center for Western Studies at Brigham Young University, has completed nearly three years of research and writing to make the history a reality. The manuscript has been submitted to Dr. Dennis Roth, Washington Office History Leader, for publication. As Contracting Officer's Representative, Dr. Roth directed Tom's work and Phil Johnson, Regional History Coordinator, served as local inspector. MESA Corporation of Salt Lake City was the contractor that secured Dr. Alexander's services.

"No single person has a better perception than Tom Alexander of the total effort of Forest Service and General Land Office employees to protect and manage National Forest resources in the Intermountain Region," says Regional Forester Stan Tixier. Tom traced nearly 100 years of dedicated service by these men and women. Their experiences, triumphs and failures are valuable lessons for us today. Many challenges we face are not unlike those of our forebearers. According to Stan, "Every employee should read the history when it is printed. It will provide background unavailable anywhere else and insight into tried and true ways to deal with difficulties."



*Dr. Tom Alexander, BYU, is made honorary Region 4 alumnus by Regional Forester Stan Tixier (R)*

Tom's research included visits to every Regional Office staff, Intermountain Station headquarters, and to every National Forest in the Region. He conducted more than 100 interviews with retirees and current employees—all interviews were transcribed and double-checked by the interviewees. He also dug through masses of files at the Seattle, San Bruno and Denver Record Centers. In the end, he had 25 boxes of notes and reference material.

Dennis Roth observes that, "The Intermountain Region History is one of the most thoroughly researched documents we have produced so far. Tom and his Brigham Young University staff gave far more than they received in dollar returns." Tom says the project turned into "a labor of love."

Former Regional Forester Floyd Iverson commented that "every page written should be printed to preserve the valuable information uncovered by Tom's research."

At the May 1986 Forest Service luncheon in Ogden, Stan presented Tom with a plaque recognizing him as an "honorary alumnus" of the Intermountain Region.



*Deputy Regional Forester Tom Roederer (L) thanks former Regional Forester Floyd Iverson for his extensive review of the history.*

Two reviewers, who contributed countless hours going over the draft, were also honored—Floyd Iverson and Jim Jacobs, former Uinta National Forest Supervisor. Other reviewers who were recognized by mail include former Regional Forester Vern Hamre, former Deputy Regional Foresters Bill Hurst and Gordon Watts, and Dr. Charles Peterson of Utah State University.

A few words from the history's final chapter offer a glimpse into its content:

"The years since creation of the first Forest Reserves in Region 4 in 1891, through delivery of the Forest Plans in 1985, have seen enormous changes... Initially custodians... protecting... deteriorating timber stands and watershed, Forest Officers became stewards managing a set of resources for which they had to adjudicate conflicting interests. Initially, saddle-back Rangers, (they) now constitute a complex and sophisticated group of specialists and line officers who must balance clashing demands."

Phil Johnson  
Regional Historian, Information Office



*Dr. Tom Alexander (L), former Uinta Forest Supervisor Jim Jacobs, and Dr. Dennis Roth, Washington Office History Leader, discuss a point in the Regional history.*



## INTERMOUNTAIN RUNOFF/WALKOFF—A NATURAL HIGH

There was more than just experiencing the elevation (5,000 feet) for participants of the 1986 Intermountain Runoff-Walkoff and barbeque held the evening of May 7, following the second day of the Region 4 Management Team Meeting. Fifty plus Region 4 employees and members of their families joined in the activities along with visiting Washington Office representative, Associate Chief Dale Robertson. The Associate Chief completed the 5K Runoff course (3.1 miles) with 25 other runners and was provided the Runoff T-shirt during the awards presentation.

Members of Pine Tree organized and provided the hamburger barbeque along with some able assistance from Pine Tree auxiliary members Dave Graham and George Roether. Kathy Lawrence, from a local athletic store, started and timed the runners. Max Ollieu and Dave Holland organized the events.

Top finisher for the Runoff was Jay Holland, son of Dave Holland, who ran the course in 19 minutes, 46 seconds. Gretchen Gengenbach, INT, was top female runner, completing the course in 24 minutes, 16 seconds. Jeff Foss finished the Walkoff course (1 1/2 miles) first, with Janelle Ollieu, daughter of Max Ollieu, literally on his heels and the first female finisher. Dave Chojnacky, INT, and Paul Nord-



Jay Holland



Gretchen Gengenbach

wall, Caribou Forest Supervisor, placed second and third respectively in the Runoff. Caroline Wraith, INT, and Carol Nunn, daughter of Ernie Nunn, were second and third respectively in the women's division of the Runoff. Top finisher in each of the four divisions received a trophy. Second- and third-place finishers received medals. Certificates of completion were presented to all runners and walkers.

The Runoff course is laid out to physically challenge the participants while replenishing the soul with the natural beauty. Trails are located well upslope offering excellent views of native vegetation, geology, and streams, as well as magnificent panoramas of Mt. Ogden Golf Course and Park, Ogden, Great Salt Lake, its islands, and distant mountain ranges. If you owe yourself a treat, walk the Par Course and Mt. Ogden Exercise Trails. It's a refreshing outdoor activity that is sure to please.

Make a mental note to participate in 1987. Why pass up the opportunity to join good friends in one of Ogden's finest settings for an evening activity that all can enjoy. It's a sure ticket to "a natural high."

Max Ollieu  
State and Private Forestry (RO)



## ROY DANIELS—FIRST RANGER TO RECEIVE WAYNE FOLTZ MEMORIAL RANGER RECOGNITION AWARD

Teton Basin District Ranger Wayne Foltz was killed last year when returning home from a management team meeting in Teton, Idaho, in a head-on car crash

by a driver that had fallen asleep at the wheel. Foltz was known for his outstanding qualities in the areas required to receive the memorial award.

Roy Daniels, Heber District Ranger, Uinta National Forest, is the first recipient of the Wayne Foltz Memorial Ranger Recognition Award.

Criteria for the award nomination are: a successful District Ranger with some tenure in the position; an integral part of the community, active and well known; and an open, friendly attitude that exemplifies the "good HOST concept". When several Rangers qualify equally, the tiebreaker is horsemanship and/or backcountry skills and a willingness to train others.

Daniels has served a total of 25 years as District Ranger on the Caribou and Uinta National Forests.

He has received many awards for progressive management, particularly in the areas of mining rehabilitation work; reestablishing the Lander Trail; environmental planning with the Bureau of Reclamation; consolidating grazing allotments; pioneering the establishment of the co-op research agreement with a private phosphate company's rehabilitation of strip mines in operating plans (not required in early

60's); coordinating on-the-ground cleanup of oil spills by several tankers in Daniel's Canyon using Coast Guard super fund; and working with the Environmental Protection Agency, safety programs and the National Guard.

Daniels is active in community affairs. He has participated in the Kiwanis Club, Rotary Club, Wasatch County Committee for Urban Development, Boy Scouts of America, church, and the Society for Range Management.

Daniel's personnel file contains many letters of recognition and praise from permittees, organizations and companies. Frequently cited are his coordination, cooperation and expertise in working with other agencies and individuals.

Daniels has horsemanship and backcountry skills well honed from his time with a team of packhorses while on a backcountry trail crew and his days accomplishing timber surveys by horseback.

Ann Matejko  
Public Affairs Officer  
Uinta National Forest



Photo by Phil Johnson, RO-10

Stan Tixier, Regional Forester (middle), and John Burns, Targhee Forest Supervisor (right), pose with Roy Daniels, the recipient of the Wayne Foltz Memorial Recognition Award. Burns initiated the award.

## OLDER AMERICAN— EXTRAORDINARE

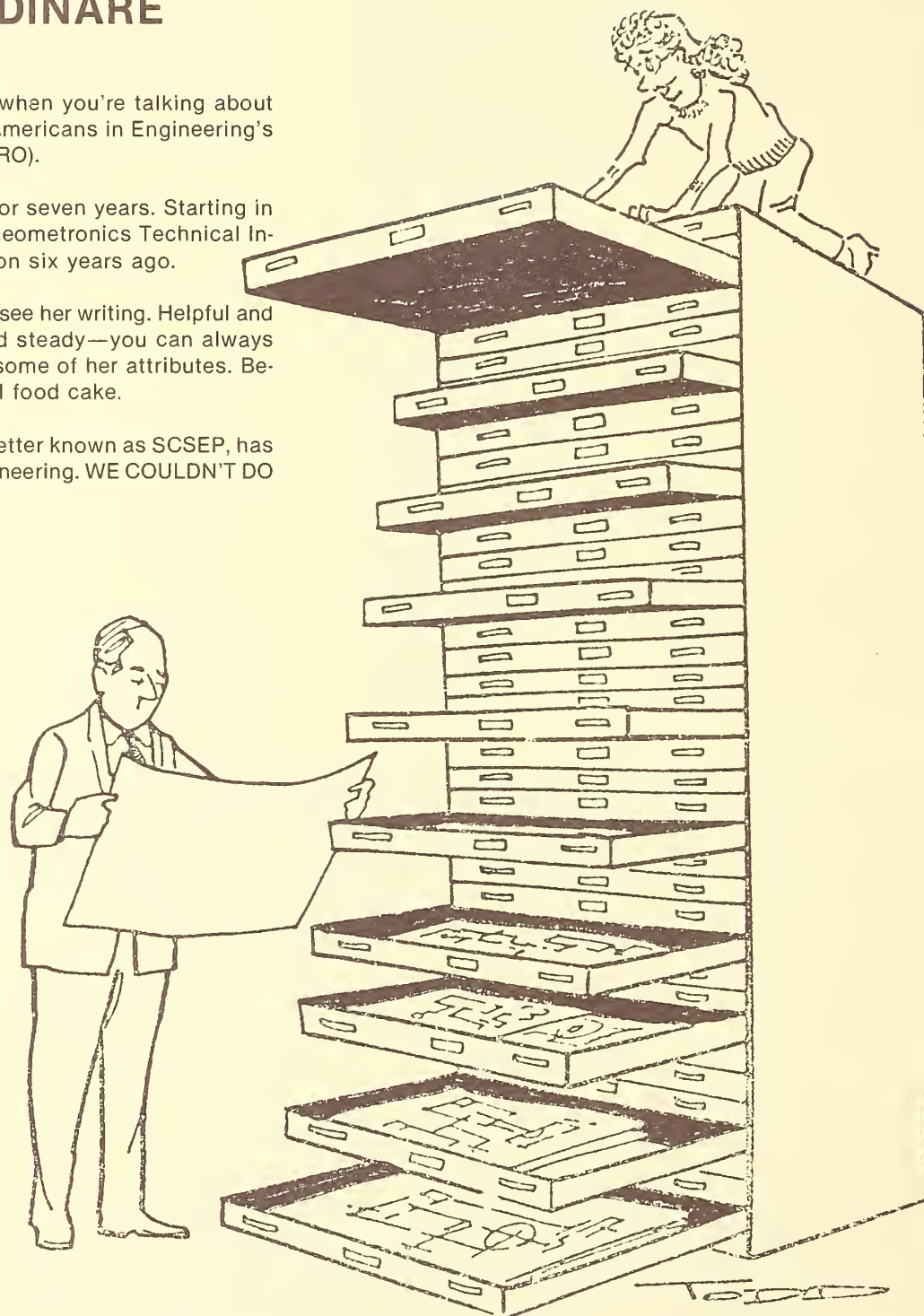
The cartoon almost tells it all when you're talking about Mary Merrill, one of our Older Americans in Engineering's Technical Information Center (RO).

Mary has been in the "maps" for seven years. Starting in Map Sales, she moved to the Geometronics Technical Information Center at its inception six years ago.

Neat and precise—you ought to see her writing. Helpful and congenial—always. Prompt and steady—you can always depend on her. These are just some of her attributes. Besides, she makes a great angel food cake.

The Older American Program, better known as SCSEP, has certainly been beneficial to Engineering. WE COULDN'T DO WITHOUT THESE LADIES!

Lou Jean Findlay  
Engineering



*"Need anything else while I'm here?"*



## RETIREMENTS

### JAMES H. CAMP

James H. Camp retired from the Payette National Forest on May 2 with over 26 years of service. Jim began his career in 1954 on the Hornet Ranger District (now part of the Council Ranger District), working two seasons. He served three years in the U.S. Marine Corps, returning to the Council Ranger District in 1959. His entire Forest Service career was spent on the Payette serving in numerous positions ranging from Small Timber Sale Administrator to Fire Management Officer on the Council District, the position he held upon retirement.

He was recognized by an award for continued performance exceeding the requirements of his position as Division Boss on Ken Dittmer's Regional Overhead Team in 1981.

Jim and his wife, Laura, will remain in Council where she works as a nurse at the Community Hospital.

### BONNIE KING

"I have enjoyed every minute of my job with the Dixie National Forest and will miss my association with everyone in the Forest Service," said Bonnie King as she retired on January 31. Bonnie retired as Business Management Assistant (BMA) on the Teasdale Ranger District. Lumped under the title of BMA is a potpourri of duties: assisted in preparing the District PBMI and resource permit applications and processing; served as collection officer for timber sales, recreation, map sales, Camp Stamps, etc.; and was imprest fund cashier, purchasing agent, property officer, receptionist and HOST coordinator for the District. Other employment has been with the Extension Service, Agricultural Research Service and Agricultural Stabilization and Conservation Service. She received "quality increases" in 1973 and 1978.

As a retiree, she plans to help her husband, Jack (who she met while working at Utah State University) with a family livestock and trout ranch. Other plans are to travel, do freelance office work and enjoy their three sons, two daughters and six grandchildren.

### BONNIE JORGENSEN

Bonnie R. Jorgensen retired from the Forest Service in May after 20 years of federal service. She had served as realty specialist for the Fishlake National Forest since September 1977.

A native of Sigurd and a graduate of Richfield High School, Bonnie began her government career as a District Clerk in Monroe. In 1968, she transferred to the Wasatch National Forest in Salt Lake City where she served in various clerical and realty positions. Jorgensen spent nine years on the Wasatch before returning to the Fishlake.

During her last tenure on the Fishlake, Bonnie was responsible for the land exchange program on the Forest. Ironically, she was instrumental in an exchange of land back to the Forest Service which her great grandfather homesteaded in 1890. She also greatly accelerated the rights-of-way acquisition program.

Over the years, Bonnie has received two performance awards in recognition of her excellent work.

Bonnie will continue to make her home in Sigurd and do many of her handiwork hobbies. She plans to travel, with a spring trip to California and a trip to Samoa in the near future.

### FRANK G. BEITIA

Frank G. Beitia, Branch Chief for Range, Wildlife, Soils and Watershed, retired June 2 after 32 years of federal service, all with the Forest Service. Frank began his career as a temporary employee on the Ruby Mountains. In 1956, he received a career-conditional appointment as a Range Conservationist on the Humboldt National Forest. He was appointed District Ranger on the Mountain City Ranger District, Humboldt National Forest, in January 1958. Frank was reassigned to the Porcupine Ranger District (Targhee National Forest) as District Ranger in January 1964. In June 1968, he transferred to the Caribou National Forest as the Forest Range Staff and, in June 1975, was promoted to his present position.

Frank has received several awards during his career. One in particular was a letter of recognition presented by the Idaho Section of Range Management at the annual state meeting in December 1972 for his contributions in the field of range management. Another, of which he is very proud, is the Outstanding Service Award he received from Regional Forester Vern Hamre for taking the lead in developing the first memorandum of understanding with the Shoshone Bannock Indian Tribes to graze National Forest lands.

"My immediate goals are to develop the best purebred Suffolk flocks in the country, then herd the woolly baaaa's around my Tyhee Suffolk Ranch until I sell one of the beautiful rams for \$10,000. My long-range plans are to work physically while easing out of Forest Service mental stress, harvest a Boone and Crockett nontypical mule deer, confront another grizzly (in Alaska) and scatter gun chukars with my grand kids," said Frank.



## AWARDS

### Regional Office

#### Cash

DEBORAH MATTHEWS, Office Management Assistant, R&L—For performance substantially exceeding the requirements of the position.

SHELLEY BARRETT, Clerk-Typist, R&L—For performance substantially exceeding the requirements of the position.

LORI BLICKFELDT, Clerk-Typist, R&L—For performance substantially exceeding the requirements of the position.

### Boise National Forest

#### Quality Step Increase

GREG SPANGENBERG, Supervisory Forester, Boise RD—For showing exceptional production output in his resource responsibilities and special use activities.

#### Special Act

GUY P. CANADAY, Civil Engineering Technician, Emmett RD—For outstanding performance in project coordination and contract administration.

DALE E. SWEARINGEN, Tractor Operator, Lucky Peak Nursery—For working in an exemplary manner during seedling harvesting at the Lucky Peak Nursery.

CHARLES G. FERGUSON, Supervisory Forestry Technician, Lowman RD—For sustained high ratings on overhead fire assignments.

MAX S. MUFFLEY, Forestry Technician, Emmett RD—For quality performance as the Acting District Fire Management Officer from December 1984 to April 1985.

KENNETH D. THOMPSON, Forestry Technician, Emmett RD—For demonstrating exceptional work accomplishment in the direction and oversight of the timber stand examination program on the Emmett RD from 1983 through 1985.

#### Sustained Superior

GARY R. HILEMAN, Welding Worker, Lucky Peak Nursery—For consistently doing an outstanding job that exceeds normal requirements.

HELENE E. SNIDER, Gardener, Lucky Peak Nursery—For consistently doing an outstanding job that exceeds normal requirements.

GILBERT W. ZAHM, Laborer, Lucky Peak Nursery—For consistently doing an outstanding job that exceeds normal requirements.

JOHN S. COUNCILMAN, Forester, Idaho City RD—For demonstrated superior performance as he took over responsibilities of developing silviculture prescriptions and implementation marking contract and guides.

### Bridger-Teton National Forest

#### Cash

CHERYL LEE, Computer Assistant—For sustained superior performance as computer assistant

JUDITH J. PEPE, Computer Programmer—For assuming duties of Forest Computer Programmer Analyst position.

CHARLES M. PARSONS, Equipment Specialist—For assuming duties of Forest Fleet Manager.

FRANK J. KALAN, Engineering Equipment Operator Leader—For a tremendous job in moving the Kemmerer District's entire warehouse contents to new quarters and in completing cabinet work and final consolidation of supplies.

### Challis National Forest

#### Cash

HELEN J. EDGE, Supervisory Clerk-Typist, SO—For superior performance which has contributed significantly to the overall efficiency of her department and the professionalism of the Challis NF

### Humboldt National Forest

#### Cash

HARVIE L. TIBBS, Forestry Technician

#### Length of Service

WAYNE H. SWENSON—20 Years

HARVIE L. TIBBS, Forestry Technician—25 Years

#### Quality Step Increase

STEPHEN H. WYATT, Range Conservationist

DAVID M. LAWRENCE, Range Conservationist

### Payette National Forest

#### Cash

STANLEY J. LYSIAK, SCSEP Enrollee—For performing unfinanced tasks in a professional manner.

LEO CROMWELL—For professionalism and initiative in completing a computer program which will make fire dispatching safer and more accurate and efficient.

#### Length of Service

DANIEL T. HORMAECHEA—10 Years

#### Quality Step

JAMES DIEDERICH—For outstanding ratings in fire suppression two of the last three years and one rating that exceeds acceptable. Also for exceeding acceptable performance in loadmaster duties for three years.

### Targhee National Forest

#### Cash

ALOMA PHILLIPS, Resource Clerk—For handling additional duties and responsibilities in grazing and special uses during the absence of the Resource Specialist.

DALLAS K. HINCKS, Clerk-Typist—For sustained superior performance.

JOSLYN C. ALLRED, Information Receptionist—For sustained superior performance.

INA M. MOORE, Resource Clerk—For special effort and outstanding accomplishment in use of the Data General computer and training others on the District.

TERI D. THOMAS, Resource Clerk—For handling over 1,600 permits in the commercial daily use area in addition to 3,000 permits in the personal use charge programs and the large numbers of collections involved.

ROBERT G. WILLIAMS, Supervisory Land Use Planner—For leadership in development of the plan beyond normal expectations or requirements.

BRUCE L. FOX, Forester—For developing a strong and sustained working relationship with summer homeowners, grazing permittees and county officials resulting in construction management of critical and potentially controversial issues in a short time.

JOHN D. SCHINDLER, Forester—For maintaining an exceptionally high level target accomplishment and output in a complex and potentially controversial situation for the past three years.

## PERSONNEL

### Regional Office

#### Appointment

ANENA ROBERTS, Clerk-Typist, PM

#### Promotions

MAX M. OLLIEU, S&PF, to Assistant Director, WO-FPM

LEWIS E. TAYLOR, Budget Officer, P&B (Temporary Promotion)

JUDITH L. CHATLIN, Budget Analyst, P&B (Temporary Promotion)

SHERRIE A. SALAZAR, Clerk-Typist to Payroll Clerk, TM

WILLIAM (BILL) H. LYONS, Realty Specialist, AS

CLAIR BEASLEY, from Director, F&AM, to Deputy Regional Forester-Administration

BLAINE G. MOLYNEAUX, Environmental Coordinator, P&B

**Promotion in Place**

PATRICIA A. GARNER, Computer Assistant

**Retirement**

HOWARD E. HUFSTETLER, Special Use Accountant, F&AM

**Transfers In**

DAYTON D. NELSON, Supervisory Civil Engineer, from R-1  
JOYCE G. MOLYNEAUX, Mail and File Clerk, TM, from IRS

**Boise National Forest****Appointment**

LUZ MARIA MORENO, Clerk (Worker Trainee), Mt. Home RD

**Promotions in Place**

DIANA WALL, Cartographic Aid, Technician, SO  
ALFREDO PONCE, Student Trainee (Civil Engineer), Idaho City RD

**Reassignments**

JUAN R. BARBOSA, Administrative Assistant, Lowman RD, from SO  
MONA M. HANSEN, Resource Clerk; Range, Wildlife and Watershed; from Business Management  
LES HOLSAPPLE, Forester, Cascade RD  
NELDA MONTGOMERY, Resource Clerk, Timber Management, SO, to Business Management, SO

**Resignation**

PATSY J. DARICHUK, Clerk-Typist, Mt. Home RD

**Retirements**

JOE A. EGGLE, Forester, Timber Management, SO  
DON E. WERMLINGER, Supervisory Forester, Lucky Peak Nursery

**Transfers In**

DAVID S. THOM, Forestry Technician, Cascade RD, from Sierra NF  
NIKKI BEAN, Resource Clerk, Mt. Home RD, from Payette NF  
RAY WALLACE, Mining Engineer, SO, from Regional Office  
JEFF GABARDI, Mining Engineer, SO, from Regional Office  
RANDY WELSH, Forester, LMP, SO, from Salmon NF  
ROBERT GILES, Forester, Lowman RD, from Siuslaw NF

**Transfers Out**

JEFF P. WALTER, Forester, Cascade RD, to Sierra NF  
B. J. BARRETT, Clerk-Typist, Emmett RD, to Caribou NF  
WILLIAM TOBY, Forester, SO, to Caribou NF

**Bridger-Teton National Forest****Promotions in Place**

JACQUELINE L. EDKINS, Clerk-Typist, Big Piney RD  
LYNDA L. HOUFEK, Business Management Assistant, Big Piney RD  
PAUL J. BUTLER, Range Conservationist, Kemmerer RD

**Reassignments**

DOUGLAS G. TURNER, Supervisory Range Conservationist to Forester, Big Piney RD  
RANDY L. DAVIS, Soil Scientist, SO

**Caribou National Forest****Appointments**

SAM LUCERO, SCSEP, SO Warehouse  
ARCHIE VILLASENOR, SCSEP, Pocatello RD

**Promotion in Place**

GALEN M. SUTPHIN, Purchasing Agent, SO

**Reassignment**

JILL BICKMORE, Equipment Specialist (Automotive), SO

**Resignations**

JOHN ELLE, Civil Engineer  
JON COX, Procurement Clerk

**Retirements**

FRANK G. BEITIA, Branch Chief, Range, Wildlife, Soils and Watershed, SO  
McKAY PASSEY, Range Technician, Montpelier RD

**Transfers In**

JEANNE BARRETT, Clerk-Typist, SO, from Emmett RD, Boise N.F.  
JEFFREY GABARDI, Mining Engineer, SO, from Boise NF

**Transfer Out**

CARA LEE DAVIS, Information Receptionist, Malad RD, to BLM in Malad

**Challis National Forest****Appointments**

B. LEE BILGER, Clerk-Typist, Lost River RD  
VENETA JENKINS, Clerk-Typist, Lost River RD  
L. JOY LINDBURG, Clerk-Typist, Lost River RD  
M. CAROLYN SMITH, Clerk-Typist, Lost River RD

**Promotion in Place**

MARTHA MERRILL-EXTON, Forester, Yankee Fork RD

**Promotions and Reassignment**

ROBERT S. GARDNER, from Supervisory Range Conservationist, Dixie NF, to District Ranger, Challis RD  
ERNESTINE REIMAN, from Business Management Clerk, Yankee Fork RD, to Payroll Clerk, SO

**Reassignment**

S. NICK ZUFELT, from District Ranger, Challis RD, to Toiyabe NF

**Transfers In**

CRAIG L. WOODS, from Wildlife Biologist, Wasatch-Cache NF, to Lost River RD  
JAMES H. SMITH, from Forester, Shasta Trinity NF, to SO

**Humboldt National Forest****Appointments**

WARREN C. "TOBY" CAIN—SCSEP  
JOHN R. CRAWFORD—SCSEP  
ELMER T. MALLARD—SCSEP  
CARL D. PARKS—SCSEP  
ARASIMO RICCOBUONO—SCSEP  
JOSE C. VALDEZ—SCSEP

**Promotion**

KIMBERLY D. AVERY, from Student Aide to Summer Clerk Trainee

**Payette National Forest****Promotions in Place**

BRUCE D. CROCKETT, Architect, Engineering  
BETTY FITZGERALD, Purchasing Agent, Business Management  
CHRISTINE KOEBERLEIN, Clerk-Typist, New Meadows RD

**Resignations**

HOLLY E. THRASH, Clerk-Typist, Fire Management  
JUDY KIRKLAND, Forestry Technician, McCall RD  
STEVE PAULSON, Forestry Technician (Smokejumper), Fire Management

**Retirement**

JAMES H. CAMP, Fire Management Officer, Council RD



**Transfer In**

RICK E. DUNLAP, from Forestry Technician, Shasta Trinity NF, to Lead Forestry Technician, New Meadows RD

**Sawtooth National Forest****Reassignment**

SHIRLEY A. KELLEY, from Resource Clerk, Sawtooth NRA, to District Clerk, Twin Falls RD

**Promotion and Reassignment**

HOWARD M. HUSTON, from Electronics Technician, Challis NF, to Communications Specialist

**Targhee National Forest****Promotions in Place**

SYLVIA LORENE PARKER, Clerk-Typist, Island Park RD

DEBRA M. OGDEN, Clerk-Typist, SO

JOSLYN C. ALLRED, Resource Clerk, Palisades RD

JERI A. TAVENNER, District Clerk, Dubois RD

**Reassignment**

COY L. MILLER, Communication Specialist, SO

## JACK ADAMS AWARD

Dave Dunaway, Alaska Regional Wildlife Biologist, received the 1986 Jack Adams Award at the Biologist Conference in Cordova on April 7. The award was presented by Bob Nelson, National Director of Wildlife and Fisheries Management.

This national award is presented annually to the outstanding Forest Service wildlife or fisheries biologist who has consistently demonstrated steady hard work, dedication to balanced resource management of the National Forests and efforts to ensure wildlife and fisheries needs are fully reflected in all management decisions. Other criteria for the award include dedication to presenting factual information with the prime objective being betterment of fish and wildlife.

The Jack Adam's Award is one of the most prestigious awards bestowed on a Forest Service biologist. It was initiated two years ago in honor and memory of the late Jack Adams, a budget/wildlife biologist in the Intermountain Region at the time of his death in 1984 following a lengthy battle against cancer. Roger Bumsted was the first recipient of the award in 1985. One candidate from each Region is nominated for the award annually.



## POSTER DISPLAY OF HABITAT IMPROVEMENT PROJECTS

One of the features of the recent Wildlife/Timber Workshop was a poster display of habitat improvement projects in the Region. Ten Forests entered 12 posters which were judged by a panel consisting of Bob McQuivey (Nevada Department of Wildlife), Tom Reinecker (Idaho Department of Fish and Game), Jay Gore (Fish and Wildlife Service), Pete Pierson (Payette NF), and Jim Mower (Wasatch-Cache NF). The out-

standing habitat projects were: 1. Terrestrial Aspen Management (Caribou NF) prepared by Toby Rhue (Soda Springs RD), Ron Walters (Montpelier RD), and Juan Spillet (Caribou SO) 2. Aquatic (Salmon NF)—Bear Valley Creek Riparian Pasture—prepared by Bruce May (Salmon SO) The posters have been displayed in the Regional Office.



## PARTING SHOT

- ““““ Salvage logging operations are underway on much of the timber blown down near Lowman last April. The volume is less than earlier estimated—nearly 15 million board feet of timber is economically salvageable.
- ““““ Ten campgrounds on the Uinta National Forest will be operated and maintained this year by a private contractor. The 24-hour coverage will mean less vandalism and increased security.
- ““““ Infestations of scotch and musk thistle on the Payette National Forest have been hand seeded with beetles to control the spread of the noxious weed. Adult beetles were placed on the flowering part of the plant where they will lay eggs. When the eggs hatch, the larvae eat into the seedhead and eliminate the spread of new seeds. Thistle only lives for two years so beetles are good control measures.
- ““““ Gooseberry Camp on the Richfield District of the Fishlake will remain open this year thanks in part to volunteers who will be assisting in its upkeep. Volunteers include the Salina Lions Club, church groups, and individual families. For the fifth year, volunteers will operate the Flaming Gorge Dam and Red Canyon Visitor Centers. The volunteers are from Alabama, Illinois, Texas, and Mississippi.
- ““““ While digging a well about six miles south of New Meadows, a local family uncovered spearheads and bone identified as part of an ancient burial site. Estimated to be 4,500 years old, it is among the oldest such sites in the State of Idaho.
- ““““ Through negotiations between Edwin W. Stockley of the Idaho Natural Resources Legal Foundation, Inc. (representing appellants) and J. S. Tixier, an agreement has been reached to resolve the appeal of the Caribou Forest Plan. The appellants were the Sierra Club, Idaho Environmental Council, Audubon Society, Peter Bowler and the Idaho Wildlife Federation.
- ““““ The regulation that all Wilderness Areas are closed to motorized vehicles was enforced on May 16 when U.S. Magistrate Timothy Bommer, Jackson, Wyoming, issued a conviction for operating a snowmobile within the Jedediah Smith Wilderness and failing to stop for a Forest Service Officer. The fine was \$550 with a 30-day jail sentence. The jail sentence was suspended and a 1-year probation invoked.
- ““““ Secretary of the Interior has announced the nine members of the newly established Wild Horse and Burro Advisory Board. The Board will advise BLM and the Forest Service on management, protection and control of approximately 52,300 roaming horses and burros. Among those selected from 204 nominees and serving a two-year term will be three from the Intermountain Region: Brad Little, a rancher from Emmett, Idaho; Dr. Michael Pontrelli, Reno, Nevada; and Helen Reilly also from Reno.

### Quiz Answers

1. e.
2. d.
3. e. None of the above. Factors that influence the grade of a position include nature, variety, range and scope of work; difficulty and complexity; authority and responsibility; controls over the work; knowledge, skill and ability required; personal contacts.
4. False. Alternative Work Schedule was made permanent in December 1985. Participation is a benefit extended by management and is not an employee right.
5. c. Contrary to a variety of beliefs, an organization's critical responsibility is to do outreach and/or training so it can constantly be in a position to select from a good mix of qualified candidates.
6. Options are limited. Course work has to be job related before official time and work schedule adjustments can be authorized. If job related, person could be on a flexible work tour with approval to be absent during core hours.
7. a.
8. c.
9. b.
10. b.

A good resource for answers to many employee questions is the Manager's Handbook published by the Office of Personnel Management. A copy should be available at every Supervisor's Office and District in the Region.

## CHANGES AND THE FOREST SERVICE UNIFORM

Obviously, the uniform itself has changed since 1930; now the uniform sources are changing. Nudelmans has been purchased by R & R Uniforms whose address is 1430 S.E. Powell Boulevard; Portland, Oregon 97202 (phone: 800 237-4321 or 500 238-4530). Nudelmans' order forms may still

be used for purchases from R & R. Fechheimer uniforms may now be purchased from Harris Uniforms. Their address is: 10245 N.E. Halsey Street; Portland, Oregon 97220 (phone: 800 543-4427 or 500 252-5413). Fechheimer order forms may be used at Harris. Both suppliers are having sales!



*Note the uniform. The Forest Service employee is scaling on Brundage Mountain, Payette NF, in August 1930.*

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